

Response of Gary Lenz,
Sergeant at Arms of the British Columbia
Legislative Assembly,
to the

*Report of Speaker Darryl Plecas to the Legislative Assembly
Management Committee Concerning Allegations of Misconduct by
Senior Officers of the British Columbia Legislative Assembly*

I address this to you, the members of the Legislative Assembly Management Committee, not only because I understand that you have requested a response from me, but also because you represent the Members of the Legislative Assembly who voted to have me as your Sergeant-at-Arms. You, as Members, have voted to place me on administrative leave and I seek to clear my name and return to my position.

I have done nothing wrong and I wish to return to work.

I want the truth to come out, as I know you, the Members of the Legislative Assembly Management Committee, and the public want the truth to come out. It has been difficult to respond to the Speaker's allegations since the concerns relating to the Sergeant-at-Arms have been combined with the concerns related to the Clerk; at times I have found it difficult to determine who, specifically, the Speaker's allegations are concerned with. I have reviewed the Speaker's Report and have answered the Speaker's allegations to the best of my ability. If, when you read my response, you have any further questions, I welcome the opportunity to provide you with further clarification and information.

As you are aware, I have only had access to minimal records and have not had any access to my staff. My response reflects my best efforts, relying primarily on my memory, to answer the allegations against me. I can better substantiate my answers, if needed, once I am allowed access to the sources that can corroborate my statements.

I have always championed the best ideals of our Legislative Assembly and I believe many of you know that I have always done everything within my ethical and legal ability to ensure that your expectations of my duties are fulfilled. As you are aware, as your Sergeant-at-Arms, I have sworn to lay down my life for your protection when dire threats arise against you. The Sergeant-At-Arms position is not just a commitment to administrative duties, but to the protection of life. I take my role as the Sergeant-at-Arms very seriously, and I have dedicated the last thirteen years of my life to serving the people of British Columbia, by helping to ensure the safety of the Legislative Assembly and its members.

At this time I would like to clearly address some of the allegations — presented either directly or by implication — in the Speaker's Report. The Report contains unfounded allegations of wrongdoing, and is an unwarranted stain on my character. The Report implies that I have been neglectful in my duties to you, the Members of the Legislative Assembly, and, by extension, to British Columbians. The allegations against me are mistaken. I have had many conversations with each of you, some of you have worked with me for many years, and all of you have seen my actions: you know that I am ethical, honest, fiscally responsible, trustworthy, and non-partisan. In regards to my ceremonial duties, I have worked to support Reconciliation efforts, as can be seen in my work related to the Black Rod — which some Members have been involved with. In regards to my security duties, with your support, I have worked hard to better protect the Legislative Assembly in these changing times — those of you who have been here for several sessions have seen some of the security improvements that the Sergeant-at-Arms Branch has made. Some organizations wait for disaster to occur before they change; you have always supported my proactive approach to ensuring the safety and the integrity of the Legislative Assembly of British Columbia.

I am concerned that the Legislative Assembly's relationships with security professionals and organizations around the world have been damaged by the public disclosures made in the Speaker's report. I assure you that if I am returned to work, I will do all I can to repair this damage to our reputations. The first step in the rebuilding of these important relationships rests with you, the Members of the Legislative Assembly Management Committee, who can recommend that I be allowed to return to work and that my name be cleared on the floor of the House.

I understand that you may have concerns regarding whether I will be able to work with the Speaker after seeing this report and experiencing the events following my suspension on November 21st. The answer to this unspoken question is: yes. I will be able to continue to work with the Speaker. I am a professional and will continue to treat the Office of the Speaker, and those in the Office, with respect and fulfill my duties to the Office to the Speaker, as I have done in the past.

I trust that my response provides you with the information that you need to fully assess the allegations in the Speaker's Report. I am confident that once you have reviewed my response, you will allow me to resume my duties as the Sergeant-at-Arms. Upon my return, I will continue to serve you, and all British Columbians, by furthering the efforts already under way to improve the security of the Legislative Assembly.

I am available at any time to address any of your concerns. As I have always told each of you, my door is always open and the tea is on. I look forward to continuing work with you in the future.

Sincerely,

A handwritten signature in dark ink, appearing to read "Richard Lenz", with a stylized flourish underneath.

Gary Lenz

Sergeant-at-Arms

Legislative Assembly of British Columbia

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PART 1- EXECUTIVE SUMMARY

1. I received the Speaker's Report when it was publicly released on January 21, 2019. I received no advance notice of the allegations and was given no opportunity to respond to them at any time before they were published to the world.
2. Since their publication I have worked non-stop, in an inadequate amount of time, and without access to staff or records, to review the concerns that have been raised about my conduct; and to provide you with the facts. I believe those facts, set out below, show, clearly and beyond any reasonable doubt, that I am not guilty of any misconduct.
3. The trips that I took were not boondoggles. They were for important business of the Legislative Assembly - part of an ongoing program to improve security and business continuity in face of threats like the shootings at Parliament in Ottawa, the vehicular manslaughter outside the House of Commons in London, and natural disasters. The trips were completely consistent with ongoing programs of the Assembly, were approved in advance, were productive and efficient, developed important relationships and have resulted in measurable progress towards these goals. I have never proposed trips without a proper business purpose.
4. The expenses that I have charged are legitimate and reasonable expenses. As I explain below in detail, my policy is to fly economy class. I have not claimed for personal, non-work related benefits. Where my wife accompanied me on a trip, we paid all charges relating to her, including any room surcharges, personally. Gift shop purchases were of inexpensive items to be used for protocol gifts for visitors to the Legislative Assembly or for awards or other related purposes in accordance with normal practices. These items were not for me or my family. I demonstrate below how my clothing purchases were, in fact, for my uniform. All expenses were approved in accordance with a proper process.
5. The Speaker knew of all this. He approved of the travel and accompanied me on it. He knew about the expenses. He raised no concerns because there were no concerns to raise
6. As detailed below, my Provincial travel expenses are fully justified and supported.
7. I have received vacation payouts as reported by the Speaker. I manage over 100 special constables and other staff. My duties are extensive, including not only security, but facilities management. I am extremely busy. I have worked approximately 400 hours per year more than my expected business hours. If I had not been paid out vacation hours, I would have worked those, and many other hours, for free. The payments were properly approved before being paid. I have received no pay or benefits that were not properly approved, or that I did not earn by virtue of the work that I have done for the Legislative Assembly.
8. My online master's course at SFU that is paid for by the Legislative Assembly is in Terrorism, Risk, and Security Studies. I take it because of its direct relevance and importance to my job functions. It has borne fruit and repaid the assembly in full measure.

9. The Black Rod project has advanced reconciliation with the First Nations of British Columbia. It was approved in advance and has been worth every dollar.
10. The allegations that I (together with the Clerk) have misappropriated a wood splitter and trailer for personal use are false. I have never seen or used the trailer or wood splitter. I have not been involved in the taking of alcohol.
11. The allegation that I stopped an investigation into a MLA's expenses is also false. As detailed below, I reviewed the expense receipts in question, verified that the complaint was simply wrong and explained this to the complainant. Contrary to the allegation, the Clerk exerted no influence over me at all.
12. None of the allegations against me are fair or justified. If you have any further concerns or questions, I am fully prepared to respond to them. It would help me if you would give me access to my records and staff.
13. I should have been given a chance to provide my response to these allegations before being perp-walked out the Legislative Assembly in November and before reading the allegations like everybody else in the media on January 21.
14. There are regular procedures available for addressing allegations like these. The Legislative Assembly has accountants. So does the office of the Auditor General. I should have been asked about the concerns. To humiliate me and my family, not once but twice, before allowing me to respond, has been very hard to bear. No one should have to bear a process like that.
15. I respectfully submit that the only way to move towards repairing this situation is to reinstate me to active duty. This will not stop or hinder the ongoing RCMP inquiry. I will of course remove myself from any aspect of that process. But I need to get back to work and there is no reason why I should not be back at work. There was no good reason to remove me in the first place.
16. I do not know or properly appreciate what the political ramifications of all of this are. Apparently, there are many - according to the media. But I ask that you set such considerations aside and treat me fairly, like a human being.

PART 2- SPECIFIC ISSUES OF CONCERN

17. The Speaker and/or Mr. Mullen have had a great deal of time and resources to prepare the report. The report states that there has been a review of documents provided by witnesses, by the Legislative Assembly's Human Resources Office, the Department of Financial Services and Legislative Assembly staff. There have been interviews of 16 current or former employees of the Legislative Assembly. Little of this has been provided to me
18. I have had two weeks and no resources. Everything contained in my response to the Speaker's Report is based on my own recollection of past events. All of my notes, meeting materials, electronic devices, calendars, and other reference materials are contained at the Legislature, which I have been forbidden to enter.

19. I have been expressly prohibited from having any communications with my staff, or any persons at the Legislative Assembly. So I am not able to have their assistance in researching the answers to the allegations made against me.
20. My lawyer has asked for access to staff and records. This request has been almost entirely refused.
21. Given the lack of records and staff, I have done my best, in the time allowed, to provide you with the true facts. However, I reserve the right to provide a further response should it be necessary if I am given proper access to information.
- A. All My Travel and Related Costs Were Appropriate and Approved Through Proper Processes**
22. Each of the business trips which I made were appropriate trips taken for business purposes that were in the best interests of the Legislative Assembly and the taxpayers of British Columbia.
23. They were consistent with my responsibilities as Sergeant-At-Arms, were consistent with agreed upon objectives of improving the security of the Legislative Assembly of British Columbia, and were specifically approved in accordance with normal process.
24. The expenses I incurred in connection with the business trips were properly incurred and chargeable to the Legislative Assembly and were reviewed and approved in accordance with the usual process, which is described below.
 - (a) Background to the business trips to the UK - collaborating with security experts to protect the Legislative Assembly from modern threats.
25. As Sergeant-At-Arms I manage over 100 staff. I am responsible for the security of the Legislative Assembly, the MLAs, the other people who work there and the members of the public who come to visit. I have a force of over 40 special constables under my command for this purpose. I am a Special Provincial Constable myself. I am responsible for mail screening and delivery, Chamber staff and corridor security staff. I am responsible for the continuity of government in the event of a major disaster such as an earthquake.
26. The position carries real and heavy responsibilities. As demonstrated by the deadly attacks on Parliament Hill in Ottawa in October, 2014 and in Westminster, London in March, 2017, legislatures are obvious targets for terrorists and extremists. It is part of my job to plan for and guard against such attacks; as well as dealing with security risks of a more every day nature.
27. It is essential that we learn from the experiences of other legislatures and similar institutions and take steps to provide up to date and effective security systems. I am responsible for building relationships with other legislative assemblies and security personnel to collaborate on developing best practices to meet modern threats and to avoid the errors of the past, with a goal of delivering secure and safe premises and facilities.

Business travel to the UK to meet with security colleagues, share knowledge and collaborate on best practices is an example of this work.

28. I am also responsible for the Legislative Assembly facilities. These responsibilities include all aspects of the daily operations such as janitor services, carpentry, electrical work, ground maintenance, co-ordination and preparation for events held on the precinct and contract work for maintenance. Approximately 25 people report to me in that capacity.
29. My meetings in the UK in December, 2017 and August, 2018 involved issues of importance to the BC Legislature, including physical security issues, cyber security, business continuity, and environmentally responsible business practices.
30. Of particular importance has been the opportunity to learn about emerging security concerns and best practices for dealing with them.
31. One of the reasons for holding these meetings in person was to further cement important relationships with security personnel in the UK; connections that have directly benefited the BC Legislature. As a result, security professionals from the UK have attended the Sergeant-at-Arms' international security conference at the BC Legislature and we have been invited to and attended their training facility (the location of which is not to be disclosed publicly) to learn about the newest equipment and techniques on topics that are highly relevant to the security of the Legislature, such as how to deal with Active Shooters.
32. As a result of the relationship that we have built, a senior UK security officer has come to Victoria, visited the Legislative Assembly and met with MLAs, the City of Victoria and Victoria Police about security and vehicle attack mitigation strategies.
33. As a result of those meetings and what we have learned about new Gunshot detection technology, we will be installing that technology at the BC Legislature to safeguard the public, members, and staff. We have also been offered assistance with engineering, designing, and implementing vehicle barriers to safeguard the Precinct from mass-casualty vehicle attacks. The benefit to the Legislative Assembly and all who work and visit there is significant and it will save the taxpayers substantial sums to have the benefit of this expertise.
34. The objectives which these business trips to the UK were structured to achieve have been discussed and approved by the Executive and committees of the Legislative Assembly.

(b) Advance discussion and approval of business trips

35. My travel agenda is approved by the Clerk and/or the Speaker, in the same manner that the travel of all executive staff is approved.
36. Although not required, I make a practice of keeping the Audit Working Group advised of my travel and the proposed agenda. The Audit Working Group consists of the Executive Finance Officer, the Deputy Clerk, Arn Van Iersel (former Acting Auditor General and

former Comptroller General for the Province of B.C. - the chief accountant for the Province), and the Clerk.

37. The travel budget for the Sergeant at Arms branch is reviewed annually by the Legislative Assembly Management Committee ("LAMC"). It is also available for review by Legislative Financial Services and the Auditor General.
38. So far as I am aware no concerns have been raised by any of these bodies about the appropriateness or value of the business trips that I have taken; or the expense claims that I have made.
39. To the contrary, as noted above, the business trips are consistent with the goals of the Legislative Assembly as discussed by its senior officers and committees.

(c) My general process for charging expenses

40. I follow an established process for claiming expenses. It is designed to ensure that all claims are for proper expenses and to avoid mistakes by providing for multiple levels of review.
 - I discuss claims for travel and related expenses with my assistant before the claim forms are prepared. I advise her of meals that were paid for by other parties; and review the travel agenda and all receipts with her.
 - My assistant then prepares and processes the claims. She determines what meals or incidentals should be claimed and verifies expenses against my travel agenda and the meetings she has booked in my calendar. She checks with the Speaker and/or Clerk's office, if either of them travelled with me, to ensure that if the Speaker or Clerk bought a meal, that it does not form part of a daily ("per diem") meal expense claim
 - My assistant consults with Financial Services if she is unclear as to whether an expense should be claimed. I have instructed that if any there is any doubt about whether an expense should be claimed it should not be claimed.
 - Once I have signed the expense claim, it is sent to the Clerk for review and approval. Then it is returned to my assistant for review, to the finance clerk in Legislative services for batching, coding and review, and then, finally, it goes to Legislative Finance Services for review and processing.
 - I have supplied my assistant with my personal credit card and cheques for payment of any personal or spousal expenses. (See attached appendices 6, 7, 8 and 9).
41. Exhibit 8 (page 3) of the Speaker's Report is a good example of how I would normally submit my receipts. It shows the efforts I have taken to ensure that any meals purchased by someone else are not claimed by me and stating who I was with if I am claiming the cost of their meal as an expense.

(d) I do not charge the Legislative Assembly for travel by my wife

42. If my wife travels with me, I pay all expenses associated with her travel. My staff know this and make sure that no claims are made for any expenses that relate to her. Where there is any hotel room surcharge for a second occupant, I pay it personally. I ask for a separate receipt for travel expense claim purposes with only the room rate and taxes so that no secondary charges are included in my claim. In addition, if my wife's meal was paid for by the Speaker or Clerk, my assistant determines the amount and I reimburse them for that amount (See appendix 5 and 10 as an example).
43. When attending conferences, there is often a spousal program. At these conferences my spouse accompanies me at her own expense and pays for her registration fees (see attached appendices 6, 7, 8 and 9).

(e) My general practice is to fly economy class

44. The policy at the BC Legislature provides that business class is appropriate under certain circumstances, but I generally travel economy because I feel the higher tier seats are too expensive. I travel as I would in my private life - via the most economical reasonable option.

(f) December, 2017 business visit to the UK

45. The main purpose of my attending on this business trip was to advance our collaboration with UK security professionals with a view to enhancing the security of the Legislative Assembly. In my view the trip achieved this valuable purpose. It furthered our understanding of the threats faced by the legislative Assembly and the means of dealing with those threats. It provided the springboard for our later inclusion in training exercises and the receipt of expertise and assistance in developing our own countermeasures.
46. I included the Speaker in several of the security meetings because the Speaker also has a responsibility for security and I wanted him to be well informed in his new role.
47. I also arranged a meeting in Westminster with the Usher of the Black Rod of the House of Lords and a tour for the Speaker. I thought the Speaker would find this useful.
48. In regards to the Speaker's hat: each Speaker is required to have a ceremonial hat as part of their formal clothing. While we were in London, we went to the store that provides such clothing. If he had any concern about this, I do not know what it could have been - and he never said.
49. In section 23 of his report the Speaker states that he was advised shortly after our arrival in the UK that the meeting scheduled for Sunday was cancelled so we had the weekend free. I had a separate meeting that I was scheduled with my UK security colleagues which went ahead as planned.
50. Each of the meetings was related to my role as the Sergeant-at-Arms and some aspect of my mandate, usually the security concerns that face the BC Legislature. The objectives of

the trip were important, as set out above. The trip was successful, measured against these objectives.

51. The evening dinner mentioned by the Speaker was with UK security staff. (The “wife” mentioned was a former deputy Speaker of the UK House of Commons who was the wife of a senior security official who came to the dinner). While it was a social occasion, such events are useful in building important relationships, and those relationships are important in making sure that the Legislative Assembly is as prepared as possible to meet modern threats.
52. As a side note, the public release of details concerning the liaison with UK security personnel is contrary to the instructions provided to the Speaker, Clerk and myself and can be expected to have a negative impact upon those relationships.
53. The meetings in Edinburgh included a full day with several parliamentary departments such as the head of Parliament Security and Cyber Security and the head of Business Continuity. We also attended proceedings of the House and then met with the Scottish Parliament’s Clerk and Speaker. During the dinner with the Clerk and a Scottish Member of Parliament, the main topic of conversation was proportional representation and the impact it has on parliament.
54. The Speaker could have raised his concerns about the work component of this trip in advance of the trip, or during the trip, or later. He did not. This seems inconsistent with the concerns that he now raises.

(g) The expenses that I charged in connection with the December, 2017 business trip were appropriate; and were reviewed and approved through a proper process.

55. In the case of the December, 2017 UK business trip, the Clerk’s office organized the trip agenda and travel. These arrangements were then mainly coordinated and finalized by my assistant.
56. Contrary to the allegations and innuendo put forward by the Speaker, I did not charge the taxpayer for inappropriate expenses. The expenses I charged were for appropriate expenses and were reviewed and approved through the proper process.

(i) *Hotels*

57. It is my understanding that the hotel in London was recommended by the UK Parliament as the place they generally recommend in such circumstances. I understand that conferences put on by the UK Parliament regularly use this hotel because it is conveniently located close to Parliament (thus reducing taxi fares etc.) and also because it fares well in cost comparison with other hotels in the area. It should be noted that hotels in downtown London are expensive, especially when viewed after it is converted into Canadian Dollars.

58. The hotel selected for the stay in Scotland were arranged by the Clerk's Office. I note that it was close to the train station and the Scottish Parliament. I had (and have) no information suggesting that it was an inappropriate choice.
59. The Speaker could have raised his concerns regarding the hotels at that time, or later. Again, it seems inconsistent with those concerns for him to say nothing and only raise them over a year later.

(ii) *Clothing and related items*

60. The Speaker's Report states:

26. While in London, we attended Ede & Ravenscroft, which is a historic and expensive store that makes ceremonial robes for parliamentary officers, members of the House of Lords, and the legal profession, but also sells a wide variety of suits and formal wear for men as well as more casual men's clothing. There we ordered a new Speaker's hat, but while we were there, Mr. James and Mr. Lenz browsed in the rest of the store.

27. We returned to that store a second time and Mr. James tried on various suits. He and Mr. Lenz purchased various items and asked the store to ship them back to Victoria. While there, Mr. Lenz quipped to me that it was all "part of the uniform", which I suspected was an implication that they intended to expense all of the items to the Legislative Assembly. I have since confirmed that what Mr. James and Mr. Lenz purchased included a navy-coloured suit and cufflinks, which were in fact expensed to the Legislative Assembly. The suit cost £662.50, or \$1,157.26. 28.

61. I did not purchase a suit or charge the Legislature for one.
62. I purchased a new hat for my obligatory ceremonial uniform to replace the hat I had inherited from my predecessor, which was over 20 years old and falling apart. I also purchased a set of cufflinks for the Deputy Clerk - for her uniform.
63. Upon the Speaker's return from his hat fitting, he suggested that more cufflinks should be purchased as protocol gifts. I advised that this could be done but it would come out of his budget as it is not a work clothing purchase.
64. My statement that my purchases were "part of the uniform" has been misrepresented in the Speaker's Report — it was not a quip, but a statement of fact about my purchases. The Speaker and the Clerk were both aware of these uniform clothing purchases and indicated their approval of them. Upon return to British Columbia the expense was formally approved by the Clerk and processed for payment.
65. There is nothing inappropriate in these expenses being charged to the Legislative Assembly.

(iii) *Gift store purchases*

66. The Speaker's Report states:

28. We also visited the Houses of Parliament Gift Store at Westminster Palace and there Mr. James and Mr. Lenz purchased souvenirs, scotch, stationary, and other things. I have since confirmed that they expensed those items as well, other than the alcohol.

67. To my recollection, I purchased a mug for my office (which is used by guests during meetings) and another set of cufflinks. I did not purchase any alcohol. I do not drink alcohol.

68. All purchases made by me were work related. None of them are for my personal use outside the workplace. Either they are used at the Legislature or used as awards, appreciation, or protocol gifts for visitors or on other appropriate occasions, in accordance with normal practice as part of the business and protocols of the Legislative Assembly.

69. The Speaker's Report also states:

29. On Wednesday, December 6, we flew to Edinburgh, Scotland. Again, we were lodged in an expensive hotel. We went shopping at the Scottish Parliament gift shop where Mr. Lenz commented that he needed to purchase a gift for his wife, and then proceeded to purchase cufflinks, a women's brooch, a trinket box, a tie and a scarf. I have since learned that all of those items were expensed to the Legislative Assembly, under the heading of "miscellaneous uniform items", at a cost of \$160.13. The brooch cost £19.55 (\$33.63). We visited the Scottish Parliament and met for the day with some people there about "business continuity", which refers to how an organization remains functional through a crisis or disruptive event.

70. The trinkets that I purchased were items of small cost and value that I purchased for the purpose of using for awards, appreciation, or protocol gifts for visitors in accordance with the normal practice of the Legislative Assembly. I have funds within my approved budget to cover these kinds of modest expenses.

71. I made no purchases at the Scottish Parliament gift shop for personal use. I did look for a gift for my wife, but did not find anything.

72. Specifically, I did not give the "brooch" or any other item that was paid for by the Legislative Assembly to my wife or family members. (My best recollection is that the "brooch" was a small pin with some parliamentary symbol on it. I do not recall whether it has been used for a protocol gift or is still at the legislative Assembly. The Speaker and MLAs have forbidden me entry to the Legislature and thus I cannot check whether it is still there).

73. Any gifts that I purchased for my family were purchased elsewhere and were paid for by me personally, not the Assembly.
74. As noted elsewhere, there is a process of verification and review for all of my travel claims.

(iv) *Transport costs during the trip*

75. The Speaker refers to going to St. Andrews for the day. My recollection is that this was arranged by the Speaker and the Clerk. I think that we were to meet a person arranged by the Speaker, but given that I have been forbidden access to my records and staff, I cannot check.
76. In paragraph 31 of his report the Speaker complains about expenses I incurred returning to Edinburgh to pick up my passport, including returning to Edinburgh by train and flying down again the next day. Specifically, he says:

It is not clear whether thought was given to less expensive methods of retrieving the passport, for example, shipping it from Edinburgh to London via overnight courier.

77. It should be clear to him that thought was given to this possibility because he was there when we learned that an overnight courier would not get the passport to me in time for our flight.
78. I did not discover that I was missing my passport until the hotel called to advise me that they had found it in the room safe. By that time the Speaker, the Clerk and myself were on the train, over-half way to London, which is a five-hour train trip. We discussed what I should do and I and the Clerk made telephone calls to find the least expensive way to resolve the problem. Delaying my flight back to Canada would have been very expensive and I wanted to avoid that cost.
79. While on the train we learned that no regular courier service could get the passport to me in London in time to catch the flight the next morning. The hotel found someone who would bring me the passport and then travel back to Edinburgh, but the cost was going to be substantially more than me going back and getting it myself, even though I would have to fly back to London in the morning in order to make the flight to Canada. I examined all the available options and picked the most cost effective resolution - immediately getting back on the train and returning to Edinburgh in person.
80. I can assure you that I did not want to take two 5 hour train trips in one day.
81. Furthermore, as noted above, the Speaker was party to the discussions on the train as to what I should do to retrieve the passport. I cannot recall whether he expressly agreed to the plan, but he certainly did not express any disagreement then, or at any time prior to the publication of his report.

(h) The Speaker did not raise any concerns about the December, 2017 trip with me and never gave me any opportunity to respond

82. In paragraph 33 of his Report, the Speaker states that he was surprised at “how little we were doing for a work trip”. As explained above, this is not true; at least not for me.
83. Furthermore, this statement, made in January, 2019, is hard to square with the fact that he made no such comment to me prior to or during the trip, or for a year afterwards.
84. His comment is also hard to square with the fact that the Speaker came on a second trip to the UK in August, 2018.
85. As set out above, my agenda and travel for this business trip were approved by the Clerk and Speaker in advance. If the Speaker had any concerns about the nature of the trip or the value of him coming on it, he should have raised his questions prior to the trip. I would have been happy to provide him with further explanation for the value of the trip if he had asked. If he did not feel that the objectives were of sufficient benefit to justify the expense, the trip would not have happened..

(i) August, 2018 business trip to the UK

86. The second trip to the UK was also for appropriate purposes related to my responsibilities as Sergeant-At-Arms and was of significant value to the Legislative Assembly and the taxpayers of British Columbia.
87. The travel and the trip agenda were approved by both the Clerk and Speaker and shared with the Audit Working Group. The agenda was consistent with the strategy of taking steps to improve the security of the Legislative Assembly and those who work in and visit it, as described above.
88. The Speaker and Clerk both expressed excitement to me about the agenda of the trip and what would be learned from attending at the UK security training centre and utilizing that knowledge in upgrading the security systems of the Legislative Assembly.
89. Contrary to what the Speaker has asserted, I am of the view that the attendance of the Speaker and Clerk on this trip assisted in achieving four key outcomes of benefit to the BC Legislature:
- (a) As a result of the security exercise an agreement on installing new technology in the Legislative Assembly came about;
 - (b) As a result of the meetings in York, following the security exercise, experts from the UK came to the BC Legislature to assist with planning and educating the Assembly on our business continuity plan;
 - (c) As a result of the meeting with UK security personnel in London, they confirmed their support to provide the Assembly with vehicle mitigation solutions and, as described above, experts traveled to Victoria to support the BC Legislature, Victoria City Police, and the City of Victoria with planning efforts; a new security

process has also been created for travel by the Speaker and Clerk with electronic devices.

- (d) As a result of the Saturday meeting (which the Speaker did not attend) there was recommitment by the ISP conference to a conduct a table top review of aspects of Legislative Assembly security which was subsequently done, resulting in report at no cost to the taxpayer.

- (j) The first days of the trip were not wasted

- 90. On the first five days of the trip, I was involved in several meetings which did not include the Speaker.
- 91. After arriving in London on the overnight economy flight, with jet lag; I attended our first scheduled meeting with the UK security personnel at their office in London on Friday. This meeting included high ranking members of the organization as well as subject matter experts who discussed emerging security concerns and matters directly related to the BC Legislature. Following this, I attended several other meetings that I had arranged. They included: A meeting on Saturday with a UK security officer in which we had in-depth discussions about some of the security issues facing the BC Legislature at that time; A meeting on Sunday with a director of security for a large public building to discuss the security concerns related to securing large public spaces, to view the security measures that had been put in place for that building, and to consult on best practices for effectively deterring mass casualty events in public places; .A meeting on day 5 with the newly appointed Black Rod for the House of Lords (I am the Black Rod of the BC Legislature); and a visit to the UK House of Commons Sergeant-at-Arms office to meet the new Deputy Sergeant-at-Arms.
- 92. In addition to my meetings, I also spent time working on the routine business of my job (my attention was still required on the matters going on at home) and preparing myself for upcoming meetings.
- 93. This day period also included a weekend when I would ordinarily be entitled to take time off. However, my policy is to try and book working meetings through weekends when possible to keep trips as short as possible and save expense.
- 94. Evening events with security personnel were useful business events because they helped to build the relationships that has resulted in the assistance that we have received, as detailed above.

- (k) Side trip to York

- 95. In paragraph 75 of his report the Speaker is critical of the usefulness of the meeting in York.
- 96. I found the meeting in York very beneficial, both of the experts we met agreed to travel to the BC Legislature and to conduct training, which they subsequently did. They also

prepared a report which was of use to us and waived their usual fee. The Speaker made no criticism of the value of the meeting at the time.

(l) My side trip to Edinburgh and departure from Glasgow

97. In paragraph 105 of his report, the Speaker questions the business purpose of the last two days of my visit and my travel to Edinburgh and Glasgow, after he had left the UK. Specifically, he says:

105. Notably, Mr. Lenz also stayed in the UK until August 15, 2018 (two days after the Speaker left), travelling to Glasgow and claiming full expenses for those days. It is not clear if there was a business purpose for this part of the trip.

98. I travelled to Edinburgh and on August 14, 2018 met with the head of security of the Scottish Parliament about shared issues and with the head of their IT security section to discuss the way that the Scottish Parliament addresses cyber security. They are leaders in this field and have had success thwarting cyber-attacks on their Parliament. I hoped to build a relationship and propose the concept of a joint commonwealth parliamentary cyber security group for advancing collaboration.
99. In my role as the Sergeant-at-Arms it is my responsibility to be aware of existing and emerging threats to the BC Legislature. I have identified cybersecurity as a threat that the Legislature needs to address. I am currently working to complete my Master's in Terrorism Risk Security Studies at Simon Fraser University. To support my work as the Sergeant-at-Arms, I have chosen to do my thesis on the impact of the cyber threats faced by commonwealth parliaments. My thesis seeks to determine the best model for safeguarding the institution and will help me develop recommendations for improving the Legislature's cyber security. The recommendations based on my thesis research will be incorporated into the Sergeant-at-Arms Branch strategic plan and will be brought to the Finance and Audit Committee as part of a security briefing for their information.
100. The particular focus of my research is the way in which physical security and information technology work together. Through my research, I have found that there are two commonwealth parliaments that are very successful in their prevention of cyberattacks. One of these is the Scottish Parliament and, as I was already in the UK, I had made arrangements to meet the director who had set up their system and had successfully defended against attacks. The information was invaluable and will be of great value to the BC Legislature when I am able to implement the best practices I learned.
101. The Speaker was well aware of my Master's thesis as we had discussed it many times. In fact, I had given the Speaker an advanced, draft copy of my thesis for him to read on his trip to China. I had mentioned the purpose of my trip to Edinburgh to both the Speaker and Clerk prior to travelling to Scotland. I received no criticisms of this plan.
102. I arranged for my departure to be from Glasgow on August 15, 2018 because that was the closest departure point on Westjet from my last meetings in Edinburgh. Travelling economy on Westjet was the cheapest way to accommodate the business meetings that I had arranged.

103. Prior to traveling to London, I attended the Sergeant-at-Arms Conference in Toronto. In order to save the expense of flying back to Victoria and then from Victoria to London, I used the opportunity to schedule several work meetings with my colleagues in Ottawa.
104. The cheapest travel available was Westjet economy from Victoria to Toronto for the Sergeant-at-Arms conference, Toronto to Ottawa for security meetings and then from Ottawa to Gatwick UK for the business meetings in the UK, returning from Glasgow after the meetings in Edinburgh. The airfare for the UK flights was under \$ 1000 dollars.
105. I spent the night in a hotel in Glasgow because hotel accommodations were cheaper in Glasgow than in Edinburgh.
106. I did claim per diems for the days in Edinburgh and Glasgow as I was still travelling for work. I could not get back to Canada on August 14, 2018. I took the most inexpensive form of travel even though it was inconvenient and exhausting. This saved the taxpayer thousands of dollars.

(m) I was accompanied by my wife on the August, 2018 ; trip but I paid for her expenses personally and being accompanied by a spouse is not contrary to policy.
107. Taxpayers paid no additional monies by reason of my wife's presence on the trip because I paid for her expenses personally.
108. When I first started in my role as the Sergeant-at-Arms, I was informed by the then Speaker and Clerk that the Legislative Assembly supports accompanying persons programs; however, I was also advised by the Clerk that all costs that relate to accompanying persons travel (e.g., meals, incidental expenses) are not the responsibility of the Assembly. The exception to this is when the spouse is attending protocol events such as events in Government House, VIP visits, or delegate dinners and inter-parliamentary and diplomatic visits; in which case the cost of the spouse's attendance would be paid for by the Assembly or Branch in question, upon the Clerks and or Speakers authority.
109. As explained above, I ensured that the Legislature did not pay for my wife's expenses. Additionally, although not required, I have also chosen to pay for my spouse's protocol meals that could have been charged to the Assembly when traveling (see appendix 5 and 10).
110. As noted above, I ensure that I pay for any additional costs for a second person in the hotel room. The August trip to London is an example in point: there was an extra cost for the second person in the hotel room and I paid it. (See appendix 4).
111. I have put in place steps to manage my accompanying persons travel for the purpose of good management and to safeguard taxpayer funds. There is always a possibility of human error by staff or myself, but I take every precaution to avoid it. If an error does occur it is not intentional, but human error, which I am always fully prepared to rectify, if it is pointed out to me.

(n) Expenses of the August, 2018 trip

112. The expenses charged on the August 2018 trip to the UK were appropriate and subject to a proper process of review and approval

(i) *Airfares*

113. When planning for the trip to UK in August, 2018, the Speaker expressed to me that he was excited about the trip and that he was looking forward to traveling business class in the Air Canada “Dreamliner”. The Speaker encouraged me to do the same. As noted above, it was my understanding that the applicable policy of the Legislative Assembly does allow for business class travel in certain circumstances. However, I advised the Speaker of my practice to travel economy on my business trips to save the taxpayers funds whenever possible, even where travelling overnight (as happened on this trip). He replied that I was making him look bad.
114. The Speaker later told me that he could not think of anyone else who was so ethical and careful with the taxpayer’s money.
115. And yet now he accuses me of abusing expenses. This seems inconsistent.
116. As noted above, my air travel expense was a cheap as it could have been.

(ii) *Meals and daily meal allowances (“per diems”)*

117. The Speaker points out that on two days during the trip I claimed a daily meal expense including breakfast, when breakfast was included in the hotel “executive lounge package”. This is a clerical error. My regular assistant was away at the time on leave. The Legislative Facilities Finance clerk who prepared the claim did an excellent job in her absence, but neither she nor I caught the discrepancy.
118. This is the kind of error that is easily dealt with through normal processes. If the Speaker had mentioned it to me at any time, it would have been corrected. But the Speaker chose not to do so. I will rebate this amount.

(iii) *Studs, cufflinks and wing shirt (Speaker’s report paragraph 107)*

119. These items were purchased for work use and approved and processed appropriately. These items are part of the Sergeant-at-Arms formal uniform. This uniform is similar to a police/military dress kit uniform. This is a one-time purchase and the clothing items will remain with Sergeant-at-Arms office and do not belong to me.
120. Two sets of studs were purchased as different colours are required for white- and black-tie events. The cufflinks selected match the studs.
121. I was previously using a winged shirt that did not match the uniform and which would not accommodate the studs or cufflinks.

122. Prior to the purchase, I advised the Speaker and Clerk of the purpose for the purchases. The Speaker and Clerk both verbally approved the purchase while we were at the store. This purchase was included in my travel claim and signed-off by the Clerk and processed through Financial Services as per the usual process (outlined above).
123. The Speaker refers to a suit and other miscellaneous items (See e.g. paragraph 114(d)).
124. I did not buy a suit.
125. None of the items that I purchased and received reimbursement for were for personal gifts or personal non-work use.
126. The Speaker notes that there is a claim for £180.05 which should have been £108.05. The Speaker says that this was done “perhaps inadvertently”. It was inadvertent. It is clearly a clerical error where two numbers were transposed.
127. This could have been raised with me at any time and I would have corrected the error.
128. The Speaker relates an episode that troubled him in regards to the purchase of a watch at the Houses of Parliament gift shop.
129. I recall being in the gift shop with the Speaker and Clerk and we did look at watches together. I suggested that a watch be purchased as I believed it would make a good protocol gift. The Clerk purchased it. This item was never intended for personal use and I advised both the Speaker and Clerk of his fact. I believe that the watch is in my office in its original box. I have not used it.
130. I do not recall making any comments about the watch being part of the uniform. Such a comment would not make any sense as I did not ever intend this as part of my uniform.
131. My recollection is that the Speaker indicated to the Clerk that there was a particular watch he wanted. Whether the watch was purchased, who purchased it, and whether or not it was an appropriate expense for reimbursement are not for me to determine as they were not part of my claim and, to my mind, that is an issue between the Speaker and the Clerk. If the Speaker was concerned about any expense claimed on his behalf, he could and should have dealt with it at the time.

(iv) Travel expenses in the U.K.

132. I have no comment on the modes of transportation selected and the cost as this was not arranged by me or my office. It is my understanding the agenda and travel arrangements were made by the Clerk’s Office and approved by the Speaker.
 - (o) The Speaker’s alleged concerns about the August, 2018 business trip to the UK - and his failure to raise any concerns at the time
133. The Speaker says in his report that he “was reluctant to go on this trip because of my concerns about Mr. James and Mr. Lenz”. But he raised no opposition to the trip and went anyway. This seems inconsistent.

134. I explained the purpose of the trip to the Speaker and what I hoped to accomplish in advance. He gave every impression of being in full agreement with my plans. If, to the contrary, the Speaker had doubts he should have raised them. If he and other members of the relevant committees had concluded that the visit was not full value for money, the trip would not have gone ahead. If it had been concluded that the make-up of the delegation should have been changed it could have been.
135. Both the Speaker and the Clerk were aware of my business travel agenda. They could plan to attend my security meetings if they met the security clearance and thought it useful. It was up to them to gauge the benefit of the travel to their functions. Whether or not attending any of my meetings would be a productive use of their time is their decision, not mine: although I note that both the Speaker and Clerk commented to me how beneficial they expected these meeting to be to them, and how useful they were once attended, which I believed, and still believe, to be true.
136. Additionally, through this trip was primarily security focused for me, there were other meetings that were specific to the interests of the Clerk and Speaker; for example, meeting with the Commonwealth Parliamentary Association and meetings on business continuity.

(p) Business Trip to Richmond, Virginia

137. The Speaker reports (at paragraph 82) that from August 26 - September 2, 2018 he attended the annual National Legislative Services and Security Association training conference in Richmond, Virginia.
138. The Speaker makes no direct allegations in regards to this conference but he does seem to be attempting to raise innuendos of wasted expense from:
- the attendance of me and my deputy
 - my supposed suggestion that Mr. Mullen also attend;
 - the attendance of my wife and daughter.
139. The National Legislative Services and Security Association (NLSSA) is an American association of professionals who work in various capacities at state legislatures. They discuss and collaborate on issues that are directly relevant to the BC Legislative Assembly. The conference this year addressed key issues that affect legislatures including terrorism and threats (e.g., explosives, security for large public spaces, preparation for large public protests).
140. As the Chair of the International Committee for NLSSA and as a participant in their conferences, I have gained valuable knowledge which has been reflected in the way I address security and property management at the BC Legislature. A recent example is what I have learned about a program to train dogs to detect bombs and explosives. I proposed that we participate in this program and the Speaker was highly supportive.

141. There can be no doubt that it was appropriate and of direct benefit to the Legislative Assembly that I and my deputy attend this conference.
142. In regards to the attendance of the Speaker, presumably he was of the view that it was appropriate that he attend to speak about his book about leadership.
143. With respect to Mr. Mullen, it was the Speaker, and not me, who decided that his assistant should attend the conference. Nor did I suggest it. The Speaker sought my opinion and I noted that the topics were primarily security related, which I understood to be of some interest to Mr. Mullen. The Speaker decided that Mr. Mullen should come. It is up to the Speaker to decide whether to approve Mr. Mullen's travel. I have no idea what expenses were charged on his behalf.
144. My wife did attend the conference with me. As per my usual practice, all of her expenses (registration fees, meals, travel, etc.) were paid by her, not the taxpayer. See appendix 6
145. My daughter also attended. She is a member of the National Legislative Services and Security Association. She pays her own membership dues, conference registration fees, travel, etc. None of her expenses were paid by the BC Legislature. See appendix 11 for her payment of registration fees. My daughter attended this conference for her own professional development.
146. At the conference, in his presentation, the Speaker specifically praised my leadership and ethics, see appendix 2 and 3. And yet, less than three months later, he had me ejected from the Legislative Assembly without explanation.
147. While the Speaker and Mr. Mullen travelled to the conference, I was surprised to see that they missed significant portions of it. Mr. Mullen told me that on one day they drove to Washington, D.C. and went sightseeing. I have no idea how this was accounted for in terms of vacation time, expenses etc..

(q) Future Trip planning

148. The Speaker refers (at para. 89) to a meeting on October 25, 2018. He suggests that I was suggesting future trips to locations without any business justification.
149. I would never take, or suggest to anyone else that they should take, a frivolous trip at the taxpayer's expense. The suggestion that my intention was to allow the Speaker to select locations that he or I personally desired to travel to, but that did not have any work-related requirement is incorrect.
150. I was aware that the Speaker was working on a three-year travel plan with the Clerk and so I proposed this meeting with the Speaker and our assistants to assist with this planning effort.
151. Both the Speaker and Clerk are welcome to attend any of my meetings as long as they have the appropriate security clearance to do so and they think it useful to do so. In the past the Speaker had expressed interest in my work and had attended some of my

meetings with me. It is up to each Member of the Legislative Assembly, Speaker, Permanent Officer, and staff member to assess their work schedule, the costs of the travel, and benefit to the organization should they choose to attend a trip.

152. In regards to the locations discussed at the meeting — I was already in the planning stages of a trip to Ottawa to work on matters of mutual interest with my colleagues there. I was planning to travel to Florida for the 2019 National Legislative Services and Security Association annual conference. Following his attendance at the conference in Richmond, Virginia, the Speaker had indicated to me that he was interested in attending another one of the conferences put on by this association.
153. I did not originally propose travel to Ireland. At a previous meeting that the Speaker and I had, Mr. Mullen had made the suggestion. (Apparently he knows the President of Ireland). I thought that a trip to Ireland was worth considering in light of the significant security challenges they have faced.
154. On several occasions, as well as at this meeting, the Speaker has invited me to travel with him to various locations; such as, for example, China, New Zealand, India, and Uganda. I declined because I did not think that such trips would be useful in furthering my role.

B. Unusual Office Expense Claims

155. The Speaker states at para. 115

In reviewing the disclosed expense claims, there were several entries noted that are of concern and warrant further investigation. Some expenses are concerning because they appear to be of a personal nature, while others are concerning given their magnitude.

156. As stated previously, I do not use public funds to purchase personal gifts. I believe that I exercise sound judgment and responsibility in determining whether expenses should be incurred at all (as suggested in paragraph 116 of the Speaker's report).

C. In-Province Travel (eg. Paragraph 125)

157. All my travel is business related and the associated expenses are approved by the Clerk and processed appropriately as per the process outlined earlier.
158. In relation to my overnight trips to Vancouver; whether my business in Vancouver requires me to stay overnight is based on the start/end time of the meeting and ferry schedule (i.e., can I get to the meeting in the morning, based on the time of the first available sailing and the time required to drive to the meeting).
159. I have compared the cost of taking air travel and taxis, rather than taking the ferry and staying overnight, but it is more expensive.
160. I have a great deal of business in Vancouver. Many of the persons that I work with are based there. It is my practice to combine as many meetings as possible on a single trip, so as to reduce the expense by consolidating my trips. If there are many meetings, I will

book an overnight stay rather than travelling back to Victoria as it is better to pay for one hotel stay than two ferry trips and additional mileage.

161. My meetings at Simon Fraser University relate to my membership of the Terrorism, Risk Security Studies advisory board and work with academics to assist with some security issues at the BC Legislature.
162. As the Speaker is an academic and a criminologist, I spoke to him about my Master's program and my work with Simon Fraser University. The Speaker was supportive of me participating on the Terrorism, Risk, and Security Studies Advisory Board as the Sergeant-at-Arms of the BC Legislature. See appendices 12 and 13.
163. My participation in this Board is of direct benefit to the Legislature as the membership (Chief of the Victoria Police Department, along with other senior representatives of law enforcement and intelligence agencies) is such that it furthers the Legislature's security contacts, and assists in making me privy to information on the latest trends and to cutting edge research to be used to ensure the protection of Parliament (see Appendices 12 and 13 for details).
164. When I was asked to sit on the advisory board by the co-chairs of the Master's program, I consulted with the Conflict of Interest Commissioner and the Legislature's legal counsel to ensure that there would be no concerns with my participation: both confirmed that sitting on this Board was not a conflict of interest.
165. The Legislature pays for this work related travel and then benefits from the relationships that I build and the security knowledge that I obtain and use to help protect the Legislative Assembly.
166. I have been working with the Deputy Clerk and an SFU professor who is a leader in cyber security. Our intent is to conduct a table top exercise with our managers to test our response to cyber attacks. I have also contacted another professor at Simon Fraser University to analyze the cyber security threat data that we gather.
167. The meetings that I have had at Simon Fraser University are of direct benefit to the Legislature. Leveraging these professional relationships allows the Legislative Assembly to pursue evidence based, intelligence led, security policies and procedures to further safeguard the Legislature and its members in a constantly evolving threat environment.
168. I provide the following response to footnotes in the table provided in the Speaker's Report

1. As described below, the TRSS is the Master Programme that Mr. Lenz is currently enrolled in at SFU. Claimed full per diem for May 17, 2017 (and all expenses) although does not appear to be a work-related trip.
169. This was a business meeting and my participation was supported and approved by the Clerk.

170. I attended this meeting as an Advisory Board member. I also took this opportunity to discuss the annual international security conference that I host at the Legislature and that SFU provides several presentations for (the intent of this conference is to share knowledge and further strengthen ties between security professionals and academics).
- 2. Claimed dinner with Raj Chouhan on July 12, 2017. Met for breakfast with Richard Frank, an assistant Professor in the School of Criminology at Simon Fraser University. The meeting is stated to concern the "Cyber Tabletop Exercise".*
171. This was a work-related meeting as noted earlier in this section. Dr. Frank is working with the Legislative Assembly on a cyber security project..
- 3. Claimed \$142.33 for dinner for guests and himself.*
- 4. Claimed \$135.73 for dinner for guests and himself.*
172. These were a work-related meetings regarding the reconciliation project. See my response below for more details on my work on reconciliation.
- 5. Hotel booked under Karen Lenz.*
173. This was a work-related event. I and my spouse were invited as special guests at the BC Sheriffs awards dinner. I was invited as Sergeant-At-Arms, as we have a close working relationship with the Sheriffs. This event was scheduled to take place in the evening and so I had planned a business meeting before the event. I dropped my wife off at the hotel prior to my business meeting and as she checked-in, the hotel registered her name instead of mine. The expense was clearly work related and there was no extra cost to the taxpayers for having my wife share my hotel room.
- 6. Travelled to Vancouver on the afternoon of January 29, 2017. Met with Steven and Gwen Point and Darryl Plecas for lunch on January 30, 2017 (claimed the lunch for everyone) and then met with Richard Frank on the morning of January 31, 2017 (claimed meals for both) before travelling back to Victoria.*
174. The meeting on January 30, 2018 (the Speaker's Report says 2017, but I believe this date is a typo) was a work-related meeting. See below for more details on my work on reconciliation.
175. The meeting on January 31, 2018 was a work-related meeting. As noted earlier, Dr. Frank is working with the Legislative Assembly on a cyber security project.
- 7. A hotel is only claimed for the night of May 22, 2018. A breakfast is claimed on the morning of May 23, 2018 with Doug McLaughlin of the RCMP. No holidays were claimed during this period.*
176. Both meetings were work related. The meeting with the RCMP was to discuss security matters related to the BC Legislature. The meeting with Dr. Gerolymatos had two purposes: for me to discuss and confirm Simon Fraser University's participation in the

upcoming international security conference that I was hosting at the Legislature, and for me to discuss the Terrorism, Risk, and Security Studies Professional Master's program, as an advisory Board member.

8. Claimed dinner for the night of June 1, 2018 in the amount of \$124.23. (\$19.98 was not claimed being Karen Lenz's portion of the meal).

177. This was a work-related meeting. See below for more details on my work on reconciliation.

9. Only receipt claimed in Vancouver (other than the hotel) is a parking pass purchased at 12:11 p.m. on July 12, 2013.

178. The meeting on July 12, 2018 (the Speaker's Report says 2013, but I believe this is a typo) was a work-related meeting involving security officials and SFU researchers.

10. Met for dinner with Steve Hart, a professor in clinical-forensic psychology at SFU, in Richmond on November 13, 2014; Met for breakfast with Cathryn Wilson, Executive Director of the BC Achievement Foundation, on November 14, 2018. Other meetings in Surrey and Burnaby.

179. These were work related meetings.

180. The meeting on November 13, 2018 (the Speaker's Report says 2014, but I believe this is a typo of the date) with Dr. Hart was to discuss his participation in analyzing the cyber security threat data that we intended to would gather which would allow us to better understand the threat and develop a robust approach to protecting the Legislative Assembly. At this meeting we also discussed topics related to my role as a Board member. This is mentioned earlier in my response to this section.

181. The meeting on November 14, 2018 with Ms. Wilson was to discuss the reconciliation project. For more details see below.

182. The Speaker questions whether my trip to Ottawa on January 25 to 27, 2018 was work related.

183. At the request of the Speaker and the Clerk, I attended the swearing in ceremony for Gordie Hogg on behalf of the Legislative Assembly of British Columbia.

184. I was in the Speaker's office when the invitation to attend the swearing in ceremony was being discussed. The Speaker asked me if I would attend on behalf of his Office and the Assembly. I agreed.

185. As per my personal travel practice, I flew economy on my trip to and from Ottawa. Additionally, while I was in Ottawa, I used the opportunity to plan and attend several meetings with my security colleagues at the House of Commons. With access to my computer and calendar I should be able to determine who I met with and what subjects the meetings addressed.

D. Vacation Payouts

186. Since I first took on my role as the Sergeant-at-Arms, my responsibilities have increased substantially such as: managing property and office space through the change of Government, taking over the property management of the Legislative Precinct; assuming the role of the first British Columbia Black Rod and furthering reconciliation through this role etc.
187. Given all of the original and additional duties that have been given to the Sergeant-at-Arms and are now expected, scheduling personal holidays has proven to be extremely difficult.
188. I do not work regular hours: I work long hours in addition to my scheduled hours (which are extremely lengthy when the House is in Session). I often work evenings and weekends to keep-up with the volume of work that is required of me.
189. Vacation time is only taken as work permits it, which is not often. My family have supported me in this, foregoing time with me and postponing family holidays, as we see this sacrifice as a service to society. Even when I do find time to take a vacation, I often spend time on work related matters during my travel.
190. Additionally, even when time permits, vacation can only be scheduled at certain times of the year. Holidays cannot be taken when the House is sitting. Holidays cannot be taken during the preparation for or occurrence of special events (e.g., Royal Visits, the Olympics opening, Canada 150, protests, and many others public events etc.). I cannot take leave when the House is sitting, and the time when the House is not sitting is very busy with other essential business that requires my attention.
191. In recent years I have, with the help of my assistant kept track of the extra hours I work. Although, the gathering of the hours is not exact, it does give a good overview of the many hours I have put in. My recollection is that it shows that in the last two years, I have contributed well over 400 hours each year over and above my expected work hours.
192. In recognition of this additional effort, and in addition to my vacation time, I have been granted some extra leave time by the Clerk. This has been authorized by the Clerk, who has the authority to do so and who has done so for other deserving employees of the Legislative Assembly. One example of this is one-week holiday that I was able to take early last year. I discussed this leave with the Clerk and in view of all of the extra hours I had put in, I was granted these days in lieu of extra hours worked.
193. The pay that I have received in lieu of vacation represents work that I have done for the Legislative Assembly and for which I would otherwise not have been paid.
194. My leave and vacation payouts have been approved by the Clerk, as it is with all other staff that report to him. The Speaker says (at paragraph 136) that “perhaps unsurprisingly, they have been consistently approved”. I do not understand exactly what the Speaker is implying, although I am sure, from the tenor of the document in general, that he is not accepting that I should be paid for all the extra work that I have done when I

have not taken holidays. If the Speaker is suggesting some kind of inappropriate conduct or dishonesty, this is an unfounded remark which should never have been published.

195. If the Speaker had concerns about my leave pay-out, he could have discussed them with me or, more appropriately, the Clerk who has the authority on this matter.
196. If the Speaker did not want to raise his concerns with either of us, he could have discussed them with the Auditor General's staff and could have requested that they look into the matter as part of their annual audit.
197. These and other similar comments that are directly made or are implied regarding my character are unwarranted and unfair, especially where the Speaker made no effort to obtain my response

E. Retirement Allowances and Life Insurance Benefits

198. The Sergeant-at-Arms is a permanent officer of the House and, as such, it is my understanding that a change to the benefits package for the position would require the agreement of the Clerk and the signed approval of the Speaker, and in regards to the retirement allowances and life insurance benefits, the approvals of LAMC. I have no authority or means to adjust my pay or benefits without proper processes being satisfied. Changes to the permanent officer's compensation would be reflected in the budget and disclosed in the public accounts.
199. So far as I am aware I have received no pay or benefits that were not properly approved, or justified. Whether to approve these additional benefits would have depended upon the agreement of the Clerk, the Speaker and LAMC.

F. Education-Related Benefits

200. I have made my career in security. I served in the United Nations as a Peace Keeper in the Middle East, I served for 24 years of service as a RCMP Police officer, and to date I have served for 13 years in the British Columbia Legislature as a Special Provincial Constable. I am responsible for conducting the overall Threat Risk Assessment for the Legislative Assembly and for implementing the appropriate security responses. After the attack on the Parliament in Ottawa, I realized that I needed to be better educated on this kind of threat so that I could bring forward the best possible strategy to ensure the safety of those I am sworn to protect. I believe in the importance of making evidence based security policy decisions and I felt that the Legislative Assembly required more in-house knowledge to guide its strategic security approach.
201. I was directed to Simon Fraser University's new Terrorism, Risk, and Security Studies Professional Master's program by then Deputy Speaker Doug Horne. I reviewed the program and found that it would be online and could be done without having to take time away from work. This was the first such program available in Canada that focused specifically on terrorism and security issues. This program offered the opportunity to upgrade my threat risk assessment skills (see Appendix 13, 14 and 15). Simon Fraser University has a world class criminology department. The program focuses on issues

relevant to Canada and provides networking opportunities with other professionals working in my field. My colleagues on this Master's program include another Sergeant-at-Arms, a municipal Police Chief, military officers, senior government employees, and others.

202. Having identified the benefits of the program, I brought it forward to the Clerk and requested that my participation in the course be approved and financially supported. He did approve and determined that I should be reimbursed at the 100% level. Recruitment of an individual to provide this knowledge would have been virtually impossible and not practical (there are few people who have the unique combination of law enforcement, political, and academic experience) and the Assembly did not have any high level positions available to attract such a person. Additionally, the knowledge and skills obtained through this program were both essential and urgent for the Assembly since the threat landscape is rapidly changing and the individual responsible for recommending the strategic direction for the security of the assembly (i.e., the Sergeant-at-Arms) ought to have this knowledge.
203. (For clarity, completion of the Criminology 730 course is a requirement for the Master's program.)
204. As noted above, the assumption that several of my trips to Vancouver were for my involvement *as a student* in the Terrorism, Risk, and Security Studies Program is incorrect. My travel to meetings with staff from Simon Fraser University was for other (although related) reasons that I have explained in detail above..
205. The amount that the Assembly decides to reimburse me for my educational expenses is not within my power to determine. The level of reimbursement I received was approved by the Clerk. I see no reason why this is not in accordance with the policy quoted by the Speaker. I am aware that I am not the only employee of the Legislative Assembly currently receiving 100% reimbursement for my education. Provision of this level of funding seems appropriate for the value being obtained by the Legislative Assembly from my taking the course.
206. I am presently completing the last required course and have completed my thesis. My thesis is based on a present and real cyber threat to Parliaments, including the British Columbia Legislature. I have examined the best models in Parliaments around the world to determine the best way to respond to cyber attacks from foreign actors. I took on this Master's to allow me to be prepared for this and other present day threats. By using my thesis to work on finding a solution to a key security issue currently facing the Legislature, I ensured an effective and efficient use of taxpayer dollars.

G. Wood Splitter and Trailer

207. I understand from the Speaker's report that the allegation against me is that a wood-splitter and work/tools trailer were purchased by the Legislative Assembly, but never arrived on site and instead were delivered directly to Mr. James' personal residence where they have allegedly been used by Mr. James and myself for personal purposes.

208. At no time have I used, or even seen, the wood splitter or trailer that was purchased by the BC Legislature. Until November 21, 2018, following my removal from the Legislature, I had never been to the Clerk's residence.
209. There is no basis for the Speaker's allegation, which he recommended be made public, without even asking me for my response to it.
210. The purchases of the trailer, wood splitter and other items like chain saws were part of the emergency preparedness and business continuity program that the Legislative Assembly has been developing. Other emergency items include, satellite communications equipment, generators, tools, lighting, tables, chairs and various supplies. The equipment and supplies are kept in sea containers at the Legislative Assembly that can be used as emergency offices once the equipment and supplies are removed. My recollection is that the wood splitter was for the purpose of provide firewood for heat and light in the event of a disaster; and the trailer was to be available for whatever utility purposes were required, including potentially hauling wood. One of the lessons that we learned from experiences in other parts of the world (such as Christchurch, New Zealand) is that the expectation is that many people will descend upon the legislative assembly in the event of a disaster. Having the means to keep people warm until emergency services has facilities up and running was considered part of prudent emergency planning.
211. These acquisitions were discussed and approved by the Audit Working Group as part of our emergency preparedness and business continuity policy. The necessary form was signed off by the members of that committee, who would include the Clerk, the Deputy Clerk, the Executive Financial Officer, and me. My recollection is that this emergency preparedness and business continuity program, and the major components of equipment that had been or were being purchased was also discussed with and approved by the Speaker. But I would need to be given access to the relevant documents to be sure.
212. My recollection is that space was to be prepared on the grounds of the Legislative Assembly for storage of the trailer and wood splitter. I believe that a concrete pad was to be poured and an access route prepared. The Deputy Sergeant-at-Arms is responsible for the allocation of parking and manager to Legislative Facility Services is responsible for physically preparing the vehicle space. I left the location as to where the trailer and wood splitter would be located to my managers and the Clerk. It was my understanding that we had very limited space for the trailer off the precinct. Also, my staff were looking at other options as parking space on the precinct is very limited as they were finding space for new electric vehicle charging stations and dealing with re-allocation of space due to removal of the SHAW truck. On several occasions I discussed this matter with the Legislative Facilities manager and directed him to see the Clerk and resolve this issue. This had not been accomplished by time that I was removed from the Legislative Assembly.

H. Alleged Delivery of Alcohol by the Clerk

213. The Speaker, Clerk and the Sergeant-at-Arms each maintain a supply of alcohol for use at official functions. The practice at the Sergeant-at-Arms branch is to maintain an

inventory of the alcohol in their supply. I have previously offered to prepare a similar inventory for the Speaker and the Clerk, which they declined.

214. The incident the Speaker refers to happened in 2013. The Clerk, assisted by member of the Legislative Facilities staff loaded unopened boxes and bottles of alcohol into the Clerks truck on two occasions. This was done openly in the middle of the day. I am not responsible for managing the Clerks or Speakers supply of alcohol. I assumed at the time that the alcohol was unused and being returned. I had no reason to believe that anything wrong was happening. I had no involvement in the purchase or returning of the alcohol, other than to inform the Executive Finance Officer that the alcohol had been removed from the precinct by the Clerk.

I. The Black Rod Project

215. The ceremonial blessing of the Black Rod was an important step in furthering British Columbia's reconciliation efforts with the First Nations of British Columbia. (See Appendix 16). The creation of the Black Rod is one of the things I am most proud of having accomplished in my career as the Sergeant-at-Arms as it brings together reconciliation with the First Nations People of BC and the traditions of the Legislative Assembly.
216. The Black Rod project was first initiated by a conversation in my office in 2010, involving then Speaker Bill Barrisoff, then Lieutenant Governor Steven Point, Gwen Point, and myself. His Honour Steven Point requested that a Black Rod be created to be an instrument for authority for the Lieutenant Governor. We agreed that a Black Rod would be created for British Columbia. The centre of the Rod would be created by the First Nations as a symbol of their commitment to the Crown. The First Nations jade carver for this piece would be Clifford Bolton. (See Appendix 17, 18 and 19). I agreed to lathe and carve the wood of the Black Rod in my own time — this was done with my neighbour who is skilled in this field and who donated his time and the use of his equipment. The Black Rod was to be a healing instrument, an instrument of reconciliation between the First Nations of British Columbia and the Crown.
217. Two years after this initial meeting, the Black Rod was complete and was presented to Lieutenant Governor Steven Point. The work of creating the rod and the centre of the rod was done without charge. At this meeting, with Speaker Barisoff present, both Lieutenant Governor Steven Point and Clifford Bolton advised that everything for the Rod was complete, except for the journey. The journey was requested by Lieutenant Governor Stephen Point.
218. It was decided that rings would be created to mark the journey and each stop would later be represented by a knock on the doors of the Legislative Assembly announcing the Lieutenant Governor. Each of the rings on the Black Rod symbolize a re-commitment to reconciliation between the Crown and the First Nations. The First Ring was placed by the Speaker of the House of Lords in Westminster in a ceremony in England, the second Ring was placed on by the Speaker of Senate in Ottawa in a ceremony in Ottawa, and the third ring was placed on by the Speaker of the British Columbia Legislature on the opening of the House in 2012, the year of the Queen's Diamond Jubilee. The first time

that I used the Black Rod, I knocked on the door three times, symbolizing the three stops on the journey.

219. Shortly after, Clifford Bolton passed away. Before his death, the then Speaker and myself had promised Lieutenant Governor Stephen Point and Clifford Bolton that the Black Rod would be taken Mr. Bolton's village and celebrated. The Black Rod was taken to his village after his death and there was a great celebration. At that time we were informed that the journey was still incomplete. Several Elders stated the journey could not be complete until the ring of the First Nations was placed on the Rod.
220. To honour the wishes of the First Nations People, those involved in the creation of the Black Rod arranged to have a fourth ring created and worked to agree on a suitable ceremony. In September of 2016, during the Royal visit, the fourth Ring was placed on the Black Rod by His Royal Highness The Duke of Cambridge in the presence of several First Nations Leaders. Now that this fourth ring has been placed on the Black Rod by our future King, I now knock on the door four times to symbolize all four steps of the journey.
221. The vision of this journey continues today, every time the Black Rod is used to announce the Lieutenant Governor. Each time it is used it is a reminder of the commitment to reconciliation. As the Honourable Steven Point has told me, when the Black Rod comes to the doors of Parliament announcing the Lieutenant Governor there will be four knocks: from Westminster, from the Chamber of the Senate in Ottawa, from the Parliament of British Columbia, and from the House of the First Nations. The final ring, the final knock, represents that the First Nations stand with the Queen, united, and request entrance into the House of the British Columbia Government. Symbols unite us all and since the creation of the Black Rod, we have a new symbol of unity and reconciliation for British Columbia.
222. For clarity, the journey of the Black Rod to London was approved by previous Speaker Barisoff. Previous Speaker Reid continued the support of the reconciliation efforts, as it was under her term as Speaker that the fourth First Nations ring was placed on the Black Rod.
223. (See Appendix 20, 21 and 22 for further details on the journey of the Black Rod.)
224. For further reference, at a recent meeting on reconciliation which was held by the Lieutenant Governor in which Speaker Plecas, Clerk James, and the Achievement Foundation were present, the Speaker asked me, on his behalf, to tell the details of the creation of the Black Rod, which I did. The Speaker is aware of the significance of the Black Rod's journey, the importance of the Black Rod as a symbol of reconciliation, and the personal sacrifice of those who helped create this symbol for British Columbia.
225. Additionally, the Speaker has attended several meetings with me regarding the Black Rod (e.g., January 2018 with Steven and Gwen Point on the Rings of Reconciliation project which stems from the Black Rod and the May 2018 meeting with Lieutenant Governor Janet Austin on the Rings of Reconciliation project — both of which are referenced by the Speaker in Section 125 of the Speaker's Report).

J. Allegations of Interference In Investigation of Expenses

226. AB's concerns were brought to my attention and that of the Deputy Sergeant-at-Arms by Alan Mullen, who stated that he had met the complainant in a bar and he was sure there were issues of theft or fraud.
227. As stated in section 63 of the Speaker's Report, the complainant was interviewed and a statement was taken. The Speaker's report at paragraph 188 states that the nature of the complaint was as follows: "What the witness was saying was improper could be seen in the reports that were publicly available, wherein taxi fares to and from the Helijet to the MLA's home appeared to be claimed in addition to reimbursement for mileage for the same trip".
228. The expense claims were reviewed. As there were very few documents to review, the analysis did not take long. What the review showed was that the taxi charges were for the member's travel in the lower Mainland to the Helijet terminal and the mileage charges were for the member's travel in Victoria once having arrived there by Helijet. The charges were not for the same travel but for different components of the journey. This can be seen on Exhibit 23 of the Speaker's report by looking at the receipts for those days where both mileage and taxi charges are claimed (e.g. May 7, 2018 and April 19, 2018).
229. Having determined this, we advised Mr. Mullen and the complainant that their concerns were incorrect. I recall that there was another concern raised that a review of the receipts also demonstrated to be incorrect.
230. The Speaker and Clerk were advised of the details of the investigation upon their return from their trip to China. At that time both the Speaker and the Clerk told me that they were satisfied with the investigation.
231. At no point was there any external interference in this investigation. Specifically, I was not told by Mr. James to shut down the investigation.
232. I have never been asked to stop any investigation that I conducted at the Legislature. Even if I had been requested to stop the investigation, my professional obligations as a Special Provincial Constable would not have allowed me to stop. Any interference in this or any other investigation I have been involved in would have been immediately reported.
233. The investigation into the allegations made by AB shows that the system works and not that it is broken.
234. Note: The disclosure provided by the Speaker is inappropriate since it provides details that could enable the identity of the confidential source to be identified.

PART 3- GENERAL MATTERS

235. I have not been provided with enough time to properly consider or respond to the Speaker's statements about general or systematic matters of concern. In the time

available I have had to focus on the complaints of specific wrongdoing raised against me by the Speaker as discussed above. I note that the Speaker has a section dealing with the Salary and Benefits of Senior Offices (para. 209 and following). I have not dealt with those comments in general but I do briefly address again below the question of my salary and benefits. I do also briefly comment on some limited aspects of oversight and accountability.

236. While more time would be needed for me to respond properly to the general issues raised by the Speaker, I can say that the Speaker seems to have given insufficient weight to some important processes and safeguards that are already present within the Legislative Assembly.
237. For instance, the Speaker does not give due consideration to the fact that an audit is conducted of the finances of the legislative assembly every year. The office of the Auditor General reports on the audit each year and provides reports on the state of the finances and specific issues that require strengthening. Legislative Financial Services have trained accountants who can be of assistance where issues are raised. As noted below, the Sergeant-At-Arms branch has the capacity to carry out investigations; and there is a protocol for bringing in the RCMP where necessary. There are a number of groups and committees that can provide resources, oversight and considered, independent decisions, such as the Audit Working Group (described above) and the Legislative Assembly Management Committee. There is no reason why the Speaker or House Leaders should not call more regular meetings of that committee
238. Having said that, I am committed to ensuring that my Branch follows best-practices. If you return me to my duties, I would be happy to hear from anyone who has suggestions for improving the way we do business.

A. APPROVAL OF THE SALARY AND BENEFITS OF THE SERGEANT-AT-ARMS

242. I have described my responsibilities above. Over the years these have increased substantially. This accounts for and justifies the increases in my pay.
239. Until I read the Speaker's report I had never heard him raise any concerns about my pay and benefits. To the contrary on several occasions, in front of the Clerk, Deputy Clerk, and other staff the Speaker went out of his way to say that increases in my remuneration were justified because the Sergeant-at-Arms runs the equivalent of his own police department and has responsibilities that of well beyond that of a police chief.
240. My salary and benefits are authorized by the Clerk and approved by the Speaker as they are with Permanent Officers of the Assembly that report to him. I do not accept that I have received any favourable treatment or that my vacation and benefits are not fully justified by my responsibilities and performance.
241. I understand that changes to my vacation allotment were also discussed and approved at the Audit Working Group, although I have not been provided with access to records.

B. COMMENTS ABOUT THE CLERK ATTRIBUTED TO ME BY THE SPEAKER

242. Again, in the limited time provided to me to respond to the Speaker's report, I have concentrated on specific allegations about my conduct. I have not had the time or opportunity to deal with his detailed recitations of conversations that he says that we had about the Clerks conduct. Nor, frankly, do I see the purpose in this. The Speaker's concerns about the Clerk should be dealt with on the basis of facts, not hearsay. I do wish to say, however that the Clerk has done much to improve the affairs of the Legislative Assembly.

I note that the Speaker himself praised the leadership of the Clerk in my presence and requested that the Clerk provide a quote on leadership that could be used in the book on leadership that the Speaker was co-authoring (this quote can be seen on page 75 of the book, available here: <https://cjr.ufv.ca/wp-content/uploads/2018/02/Essentials-of-Leadership-in-Govt-2018-2.pdf>) (See appendix 1. As quoted: "Successful leadership is directly attributable to the stimulation a leader brings to mobilizing an organization."). I also understood that the Speaker successfully worked to have the title "Honourable" bestowed on the Clerk for life and that this is the first time in the history of British Columbia that this has been done.

C. ELEMENTS OF OVERSIGHT AND ACCOUNTABILITY

243. The Speaker has attributed to me statements to the effect that in several occasions I opposed external investigations or audits of the Clerk and others. This misrepresents my position. My position was, and is, that there are resources within the Legislative Assembly that can and should be utilised where appropriate. When these resources are not appropriate or adequate outside resources can of course be enlisted.

244. For instance, I discussed with the Speaker that:

The Legislative Assembly undergoes annual financial audits and there are auditors in Legislative Financial Services and the Office of the Auditor General who can be utilised as resources in appropriate circumstances.

The Sergeant-at Arms branch has trained investigators who know how to investigate allegations of wrongdoing, including the importance of taking a balanced approach and maintaining confidentiality. The Sergeant-at-Arms also has access to other resources such as legal counsel, external forensic accountants and Human Resources personnel.

The BC Legislature has a protocol agreement in place with the RCMP which I created, which provides for obtaining the assistance of the RCMP where appropriate, while respecting parliamentary privilege.

D. TERMINATION OF EMPLOYEES

245. I can only authoritatively speak to human resources management within my own branch.

246. I disagree with the Speaker's description of employee morale. Morale is high. There is a waiting list of persons who wish to join my department. There is no culture of fear of reprisals.
247. I and my managers do all we can to create a healthy and safe workplace and dismissals are rare; however, when these incidents occur we follow the direction and expert advice of our Human Resources professionals. No person is dismissed from the Sergeant-at-Arms Branch without an open discussion with the Clerk and the Audit Working Group.
248. I have had many comments from colleagues, MLA's, and staff on what a great work environment the Sergeant-at-Arms Branch has. My staff have, on many occasions, expressed appreciation to me and my managers for how they are treated and supported. I am confident that any independent review of employee relations in my department would not bear out what the Speaker is suggesting in his report.
249. I and my managers firmly believe in supporting our staff and ensuring a positive work environment. I support my employees when they are poorly treated by other offices in the Legislature, even when it involves the Speaker; for example, when the Speaker shouted at one of my staff and made them feel uncomfortable and humiliated, I addressed the matter with the Speaker and ensured that my employee received an apology so that they felt safe and comfortable in their workplace again.
250. I am troubled by the fact that it appears from his report that Mr. Mullen appears only to have gathered one side of the story. As mentioned above, any dismissals from the Sergeant-at-Arms branch are conducted in an open and transparent manner, including discussion with the Clerk and Audit Working Group. The findings, the reason for dismissal, and the discussion with the Clerk and Audit Working Group are documented by Human Resources and kept in their confidential personnel files. Had Mr. Mullen approached me on this subject. I would have been happy to explain the process to them and direct him to Human Resources for further information.

E. CD

251. In his report (at paragraph 91 and following), the Speaker is critical of how I was proposing to deal with the deteriorating health of CD. CD has had a long and honorable career and is a valued member of the Sergeant-at-Arms Branch. CD's duties are not front line and can be accomplished from home, at least for some period of time. When I learned of CD's condition I felt that it was my duty as his manager to see whether we could find a solution to allow him to continue to work for as long as he could.
252. The solution I proposed in the draft strategic plan was to allow CD to work from home as long as he is able. The strategic plan was not a final document, but a draft for discussion. The Speaker did not advise me of his reservations (in fact my recollection is that he said that he was in favour of the plan), which is unfortunate since it would have been good to have an open and frank conversation, work the matter through and see if there was an acceptable solution which could help a good employee who is going through an extremely difficult time.

253. I personally felt that given the many years of dedicated service, the Legislature has a moral and ethical duty to accommodate CD, a long term employee who is suffering a disability, as much as reasonably possible by allowing him to work from home, notwithstanding that it would have been necessary to work out a new policy to allow him to do so.
254. It was never my intent to “incentivize suicide” by CD. It never occurred to me that my proposal could be seen as doing any such thing, nor do I agree that it does..

SERGEANT-AT-ARMS CLOSING REMARKS:

255. I have dedicated the last thirteen years of my life to serving the people of British Columbia by helping to ensure the security of the Legislative Assembly and its Members and the public.
256. I take my role as the Sergeant-at-Arms very seriously. I hope you have found me, from your personal experience, to be ethical, honest, fiscally responsible, trustworthy, and non-partisan.
257. The Sergeant-at-Arms Branch has policies and procedures in place to protect the integrity of the institution. I take these processes very seriously and over the years have worked to improve them (e.g., the RCMP Protocol Agreement). I am committed to ensuring that my Branch follows best-practices and would be happy to hear from anyone who has suggestions for improving the way we do business.
258. The allegations against me are mistaken, I have done nothing wrong, and I wish to return to work. There are many projects underway that I wish to complete and there will be other important work for me to undertake; I sincerely hope that I will be allowed to continue in my role as the Sergeant-at-Arms, working with all Members of the Legislative Assembly and staff. As Members of the Legislative Assembly Management Committee, you can recommend that I be allowed to return to work and that my name be cleared on the floor of the House. I trust that my responses answer your concerns. If you require any further information please contact me.

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“Successful leadership is directly attributable to the stimulation a leader brings to mobilizing an organization.”¹⁴⁸

Craig James

Skills # 7 & 8: Strategic Thinking, Problem-solving and Decision-making

The next two spheres in our diagram of leadership skills relate to strategic thinking, problem-solving and decision-making. Even though strategic thinking has its own sphere, they are interconnected.

Leaders and managers are expected to make decisions and solve problems; it is helpful to know when decision-making is considered “strategic” and when it is not. “Individuals and teams enact strategic leadership when they think, act, and influence in ways that promote the sustainable competitive advantage of the organization.”¹⁴⁹ The focus is on the enduring success and sustainability of the organization, and its ability to thrive in the long-term.

How Does Strategic Leadership Differ from Leadership in General?

According to Hughes & Beatty,¹⁵⁰ strategic leadership is exerted when the decision and actions of leaders have strategic implications for the organization. It is broad in scope; the impact is felt over long periods. It often involves significant organizational change. Broad scope requires seeing the organization as an interdependent and interconnected system of multiple parts, where decisions in one area provoke actions in other areas.¹⁵¹ The time frame is far-reaching; the strategic leader keeps long-term goals in mind while working to achieve short-term objectives. In contrast, good operational leaders manage day-to-day functions effectively and are skilled at working with people to ensure that short-term objectives are met. This is necessary work, but does not involve the long-term perspective that strategic leaders need to have. Strategic leadership also results in significant change.¹⁵² Effective operational leadership does not always involve organizational change, but strategic leadership does.¹⁵³

148 Craig James, Clerk, Legislative Assembly of British Columbia.

149 Hughes & Beatty. (2005), p. 9

150 Hughes & Beatty. (2005), p. 9.

151 Hughes & Beatty. (2005), p. 12.

152 Hughes & Beatty. (2005), p. 12.

153 Hughes & Beatty. (2005), p. 13.

Final Thoughts

Becoming a good leader is a journey that can last a lifetime. Good leaders never stop learning; their commitment to continuous learning and improvement drives them to continue. As you think about what you have learned in this book, think about how you can begin to implement the ideas and principles that are contained here. Think about the mindset you bring to work with you. What are your aspirations? What motivates you? What are your unspoken commitments that shape the kind of leader you have become?

Our hope is that you will more seriously consider the deeper issues of leadership, and think more about what is at the very centre of who you are. Without that strong inner core, it will be difficult to lead well over time. We encourage you to build a strong moral compass, develop an ethical framework of principles that will guide you, and use those as a foundation upon which your competencies, aspirations and skills can be developed. Leaders who have these BASICS can be assured of greater success, and they have the satisfaction of knowing they will have a positive impact on those who follow them.

Seriously consider the deeper issues of leadership, and what is at the centre of who you are. Becoming a good leader is a journey that can last a lifetime.

“Knowing your weakness only makes you stronger.”²²⁶
Gary Lenz

²²⁶ Gary Lenz, Sergeant-At-Arms, Legislative Assembly of British Columbia.



The Essentials of
LEADERSHIP
in Government

UNDERSTANDING THE BASICS

By Len Garis, Colette Squires & Darryl Plecas

Prepared For
RICHARD LENZ

XXXX XXXXX [REDACTED] Account Number

Opening Date
Jul 18, 2018 - Aug 17, 2018 Closing Date**Your Transactions**

Transaction Date	Posting Date	Details	Amount (\$)
Aug 5	Aug 6	[REDACTED]	[REDACTED]
Aug 6	Aug 7	[REDACTED]	[REDACTED]
Aug 6	Aug 8	PARK PLAZA WESTMINSTER LONDON UNITED KINGDOM POUND STERLING 116.00 @ 1.73043	200.73
Aug 8	Aug 9	[REDACTED]	[REDACTED]
Aug 10	Aug 10	[REDACTED]	[REDACTED]
Aug 12	Aug 13	[REDACTED]	[REDACTED]
Aug 12	Aug 13	[REDACTED]	[REDACTED]
Aug 13	Aug 13	HAMILTON & YOUNG 173-17 EDINBURGH UNITED KINGDOM POUND STERLING 87.95 @ 1.71768	151.07
Aug 13	Aug 13	[REDACTED]	[REDACTED]
Aug 13	Aug 14	[REDACTED]	[REDACTED]
Aug 14	Aug 14	[REDACTED]	[REDACTED]
Aug 14	Aug 15	[REDACTED]	[REDACTED]
Aug 14	Aug 15	[REDACTED]	[REDACTED]
Aug 14	Aug 15	[REDACTED]	[REDACTED]
Aug 14	Aug 17	[REDACTED]	[REDACTED]
Aug 15	Aug 17	[REDACTED]	[REDACTED]
Total of New Transactions for RICHARD LENZ			[REDACTED]

Other Account Transactions

Aug 17	Aug 17	INTEREST	[REDACTED]
Total of Other Account Transactions			[REDACTED]



Cheque Number
CHEQUE 015

Account Number

Cheque Amount
\$494.90

Transaction Date:
Sep. 05, 2017

RICHARD LENZ
[REDACTED]
[REDACTED]
DATE 2017-08-30
Y Y Y Y M M D D
PAY TO THE ORDER OF Legislative Assembly of BC
Four hundred ninety four and 90/100 100 DOLLARS
CIBC CANADIAN IMPERIAL BANK OF COMMERCE
233-3055 MASSEY DRIVE
PRINCE GEORGE, B.C. V2N 2S9
MEMO LARCON TAREN
[REDACTED]

Printer ID# 1021
CIBC VANCOUVER PC
09/05/2017
[REDACTED]
Endorsement - Signature or Stamp
BACK/VERSO

Prepared For
RICHARD LENZ

XXXX XXXX Account Number

Opening Date
May 18, 2018 - Jun 17, 2018
Closing Date**Your Transactions**

Transaction Date	Posting Date	Details	Amount (\$)
May 22	May 25	[REDACTED]	[REDACTED]
May 23	May 24	[REDACTED]	[REDACTED]
May 23	May 24	[REDACTED]	[REDACTED]
May 23	May 24	[REDACTED]	[REDACTED]
May 23	May 24	[REDACTED]	[REDACTED]
May 23	May 24	[REDACTED]	[REDACTED]
May 24	May 25	[REDACTED]	[REDACTED]
May 25	May 26	[REDACTED]	[REDACTED]
May 25	May 26	[REDACTED]	[REDACTED]
May 26	May 27	[REDACTED]	[REDACTED]
May 26	May 27	[REDACTED]	[REDACTED]
May 26	May 27	[REDACTED]	[REDACTED]
May 27	May 28	[REDACTED]	[REDACTED]
May 27	May 28	[REDACTED]	[REDACTED]
May 29	May 31	NATIONAL CONFERENCE OF DENVER UNITED STATES DOLLAR 175.00 @ 1.33577	233.76
May 30	May 31	[REDACTED]	[REDACTED]
May 31	Jun 1	[REDACTED]	[REDACTED]
Jun 1	Jun 2	[REDACTED]	[REDACTED]
Jun 1	Jun 2	[REDACTED]	[REDACTED]
Jun 1	Jun 2	[REDACTED]	[REDACTED]
Jun 1	Jun 4	[REDACTED]	[REDACTED]
Jun 2	Jun 3	[REDACTED]	[REDACTED]
Jun 4	Jun 5	[REDACTED]	[REDACTED]
Jun 8	Jun 9	[REDACTED]	[REDACTED]
Jun 9	Jun 10	[REDACTED]	[REDACTED]
Jun 11	Jun 12	[REDACTED]	[REDACTED]
Jun 11	Jun 12	[REDACTED]	[REDACTED]
Jun 12	Jun 13	[REDACTED]	[REDACTED]
Jun 15	Jun 16	[REDACTED]	[REDACTED]
Jun 15	Jun 16	[REDACTED]	[REDACTED]



Cheque Number
CHEQUE 059

Account Number

Cheque Amount
\$150.00

Transaction Date:
Mar. 28, 2016

RICHARD LENZ 059
DATE 2016-02-02
Y Y Y Y M M D D
PAY TO THE ORDER OF MINISTER OF FINANCE - PEI \$ 150.00
One hundred and fifty 100 DOLLARS
CIBC CANADIAN IMPERIAL BANK OF COMMERCE
233-3065 MASSEY DRIVE
PRINCE GEORGE, B.C. V2N 2S9
MEMO Karen Lenz - Accompanying Person
2016 CASAR conference
1000000 50000

Printer ID# 1021
Deposit to the Credit of
PROVINCE OF PRINCE EDWARD ISLAND
RBC HALIFAX NOVA SCOTIA
BACK/VERSO



Cheque Number
CHEQUE 008

Account Number

Cheque Amount
\$175.00

Transaction Date:
Jul. 20, 2017

RICHARD LENZ
[Redacted]
DATE 2017-04-04
Y Y Y Y M M D D
PAY TO THE ORDER OF House of Commons \$ 175.00
One hundred seventy five DOLLARS
CANADIAN IMPERIAL BANK OF COMMERCE
233-3055 MASSEY DRIVE
PRINCE GEORGE, B.C. V2N 2S9
MEMO Spence for press CASAA
[Redacted]
[Signature]

20JUL2017

For the Deposit of Printer ID# 1021

House of Commons
General for Canada
On behalf of House of Commons

Bank of Montreal
269 Laurier Ave. West
00056-001 Ottawa, ON K1P 5J9

Endorsement - Signature or Stamp

BACK/VERSO



Royal Bank



WestJet RBC® World Elite Mastercard†‡

MR RICHARD G LENZ [REDACTED]
STATEMENT FROM MAY 23 TO JUN 21, 2018

MR RICHARD G LENZ

<u>TRANSACTION</u>	<u>POSTING</u>	<u>ACTIVITY DESCRIPTION</u>	<u>AMOUNT (\$)</u>
<u>DATE</u>	<u>DATE</u>		
MAY 27	MAY 29	[REDACTED]	[REDACTED]
MAY 27	MAY 29	[REDACTED]	[REDACTED]
MAY 27	MAY 28	[REDACTED]	[REDACTED]
MAY 27	MAY 28	[REDACTED]	[REDACTED]
MAY 27	MAY 28	[REDACTED]	[REDACTED]
MAY 28	MAY 30	[REDACTED]	[REDACTED]
MAY 30	JUN 01	[REDACTED]	[REDACTED]
JUN 01	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 02	JUN 04	[REDACTED]	[REDACTED]
JUN 03	JUN 04	[REDACTED]	[REDACTED]
JUN 03	JUN 04	[REDACTED]	[REDACTED]
JUN 03	JUN 05	[REDACTED]	[REDACTED]
JUN 03	JUN 05	[REDACTED]	[REDACTED]
JUN 04	JUN 06	[REDACTED]	[REDACTED]
JUN 06	JUN 07	LEGISLATIVE ASSEMBLY TORONTO ON 55134428157800157105123	\$200.00
JUN 06	JUN 07	[REDACTED]	[REDACTED]
JUN 06	JUN 08	[REDACTED]	[REDACTED]
JUN 07	JUN 08	[REDACTED]	[REDACTED]
JUN 07	JUN 11	[REDACTED]	[REDACTED]



Cheque Number
CHEQUE 019

Account Number

Cheque Amount
\$370.12

Transaction Date:
Sep. 12, 2018

RICHARD LENZ
[Redacted]
[Redacted]

DATE 2018-09-05
Y Y Y M M D D

PAY TO THE ORDER OF Craig James \$370.12
three hundred and seventy - 12/100 DOLLARS

CIBC CANADIAN IMPERIAL BANK OF COMMERCE
233-3055 MASSEY DRIVE
PRINCE GEORGE, B.C. V2N 2S8

MEMO last trip

[Redacted]

[Signature]

Negotiating Institution: RBC ROYAL BANK / CSC
Deposit Transit Number: [Redacted]
Account Number: [Redacted]
Date (YYYYMMDD): 20180905
Item Sequence Number: [Redacted]

Endorsement - Signature or Stamp

BACKVERSO

Appendix 11

From: NCSL Meetings <registration@ncsl.org> <registration@ncsl.org>
Sent: Wednesday, May 30, 2018 11:47 AM
To: Lenz, Allison [REDACTED]
Subject: 1000330264 : Thank you for your meeting registration



Dear **Allison Lenz**,

Thank you for registering to attend NLSSA PDS 2018. Your reference number, which can be used when contacting us regarding this registration, is [REDACTED]

Below is a summary of your registration:

Meeting Name	Start Date	End Date	Rate Code	Price
NLSSA PDS 2018	08/26/2018	08/31/2018	B	\$475.00

Location:

Homewood Suites By Hilton Richmond-Downtown
700 East Main St
Ste B
Richmond, VA 23219

Payment: Registration

Receipt ID	Type	Reference	Expiration	Authorization	Total Amount
313831	KMC	[REDACTED]	3/2019	02232S	\$475.00

Meeting Registrant:

Allison Lenz

[REDACTED]
[REDACTED]
Phone: [REDACTED]

Email: [REDACTED]



Terrorism, Risk & Security Studies Program

Program Summary

Program Requirements

Study Online

Course Offerings

Advisory Board

An important aspect of the TRSS Program is its Advisory Board, which is comprised of representatives from Canadian intelligence, police, and security services. The Advisory Board ensures that current issues are being addressed and that course content – and the program as a whole – remains relevant to the needs of industry professionals.

Annual Conference



Terrorism, Risk & Security Studies Program



Prospective Students

The Cohort Special Arrangement (CSAR) TRSS Professional Master's Program is open to individuals currently employed in the fields of national security, risk management, intelligence, and police services.

[LEARN MORE →](#)

Terrorism, Risk & Security Studies Program

The Cohort Special Arrangement (CSAR) Terrorism, Risk and Security Studies Professional Master's Program (TRSS) at Simon Fraser University is a unique, interdisciplinary program, delivered completely online, that addresses public safety and national security challenges from a number of perspectives.

Admissions Update

**Admission for the next cohort will be January 2020.
The online admission portal will be open in July 2019.**

Questions?

[CONTACT US](#)



Terrorism, Risk & Security Studies Program

About the Program

The Cohort Special Arrangement (CSAR) Terrorism, Risk, and Security Studies Professional Master's Program (TRSS) is a unique, interdisciplinary program, delivered completely online, that addresses public safety and national security challenges from a number of perspectives. The TRSS program leverages SFU's recognized strengths in Terrorism Studies, Human Intelligence, Computation and Big Data, Risk Assessment, Decision Analysis, and Public Policy to address national security issues from a variety of diverse, yet complimentary, disciplinary perspectives.

Our faculty members are frequently consulted by national and international organizations, including the Royal Canadian Mounted Police (RCMP) and the BC arm of its Integrated National Security Enforcement Team (BC INSET), the Canadian Security and Intelligence Services (CSIS), Public Safety Canada, and the North Atlantic Treaty Organization (NATO). They belong to associations such as the *Canadian Association of Threat Assessment Professionals*, the *American Society of Criminology's Division on Terrorism and Bias Crimes*, and *TSAS: The Canadian Network of Research on Terrorism, Security, and Society* – a group supported by academic and government sources and tasked with creating the first Canadian Terrorist Incidents Database.

Due to the unique and privileged access our program faculty have to local, national, and international security and intelligence groups, the new CSAR TRSS MA Program will be able to offer a wide range of specialized course content to ensure the dissemination of industry best practices, but also encourage a broader perspective among national security and intelligence professionals.

Research & Study Areas

The faculty of the Cohort Special Arrangement (CSAR) TRSS Professional Master's Program offer courses, supervision of final projects, and expertise from the following Research and Study Areas:

Terrorism

- Current Issues in Terrorism
- Radicalization and Recruitment
- Terrorism and Law
- History and Theories of Terrorism
- Terrorism in Context

Information Technologies & Data Analysis

- Data Mining and Big Data Analysis
- Cybersecurity & Cyberterrorism
- Social Media and Online Analysis
- Research Methods and Statistical Modeling
- Social Network Analysis

Risk Assessment and Management

- Fundamentals of Security Risk Management
- Psychological Assessment of Risk for Terrorism
- Strategic Decision Making and Risk Management
- Corporate Risk Culture
- Incorporating Applied Data Analytics into Risk Management Practices

Security-Related Policy

- Terrorism and Civil Liberties
- Policy Making and Decision Analysis
- Human Intelligence and Tradecraft
- Counterterrorism
- Security, Immigration, and Refugees

THE BLACK ROD



LEGISLATIVE ASSEMBLY
of BRITISH COLUMBIA

The Black Rod is a ceremonial staff created in 2012 to commemorate the Diamond Jubilee of Her Majesty Queen Elizabeth II, Queen of Canada. Based on a 600-year-old Westminster parliamentary tradition, the Black Rod is used on formal occasions when the monarch or her provincial representative, the Lieutenant Governor, is present in the Legislative Assembly of British Columbia.



DESIGN AND SIGNIFICANCE The shaft of the Black Rod is made of wood from seven trees indigenous to British Columbia. Located inside the shaft is a copper capsule containing messages written by senior legislative and government officials in 2012. The capsule will be opened and the messages read after 60 years have passed.

The Black Rod features a silver replica of St. Edward's Crown adorned with a Canadian diamond. The use of St. Edward's Crown symbolizes the authority of the reigning monarch. The upper end is engraved with the Pacific Dogwood, the provincial flower.

The mid-section of the Black Rod features a carving in jade, British Columbia's official gemstone, by Tsimshian elder Clifford Bolton (*Soo-Natz*). The carving depicts a man, woman and child. The man and woman are joined together by two eagle feathers, sacred symbols of power. The child symbolizes hope for the future. A carved cedar rope signifies unity and the intertwining of the diverse cultures of British Columbia.



Today, there are four silver rings near the base of the Black Rod. The first three rings date to 2012 and are inscribed with the motto of the Order of the Garter, the national motto of Canada and the provincial motto of British Columbia.

The fourth and final ring—the Ring of Reconciliation—was affixed to the Black Rod by His Royal Highness The Duke of Cambridge in the presence of First Nations leaders, the Governor General, The Lieutenant Governor, the Premier and other dignitaries in a ceremony at Government House on September 26, 2016.

The Ring of Reconciliation embodies the historic relationship between the monarch and Aboriginal peoples in British Columbia and symbolizes a step toward reconciliation. The ring is inscribed with a motto in the Halq'eméylem language: *Let'se Möt*, meaning "One mind". Two eagle feathers separate the words from an etching of the canoe *Shcwitastel*, a gift from former Lieutenant Governor Steven Point to British Columbia.

The base of the Black Rod is completed by a silver-plated ferrule. The top of the ferrule is decorated with a scrolled band while the lower portion is encircled with 13 Canadian maple leaves representing our 10 provinces and 3 territories.

Embedded in the Black Rod is a gold sovereign coin from 1871, the year that British Columbia joined Canada as its sixth province. The coin was a gift to British Columbia from Her Majesty Queen Elizabeth II on the occasion of her Diamond Jubilee.



PARLIAMENTARY EDUCATION OFFICE

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MARCH 2018

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Clifford Bolton [footprints]

Article Origin	Author	Volume	Issue
Windspeaker Publication	By Dianne Meili with files from James McDonald	30	2

Year
2012



Kitsumkalum chief strategized cultural and political renewal

Former Kitsumkalum Chief Clifford Bolton was a master carver, known for gallery and museum-quality art. His 1987 event to amalgamate his people and thwart government interference was politically creative.

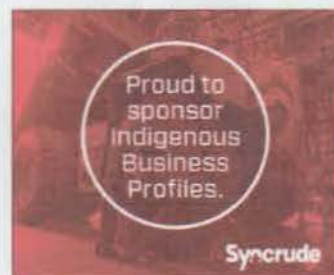
For two centuries his people had almost lost themselves under assimilative pressures from traders, missionaries, and government authorities. The four clans of his Tsimshian Nation – eagle, raven, killer whale and wolf – were fragmented as they moved from traditional social organization to modern living under foreign laws in a rapidly expanding industrial economy.

The Indian Act had further served to divide families within his Tsimshian Nation by giving some individuals Indian Status and deeming others as non-status people.

To remedy some of the disintegration of familial relations and bring people together, Bolton helped organize Su-Sit'Aak, which in his sm'algyax language means "a new beginning." It involved the raising of two totem poles and staging a potlatch, events that had not occurred in the Kitsumkalum Valley for more than 150 years.

Bolton strategized the event to give his people a chance to re-unite and express themselves as a community. He took care to ensure the central planning committee consisted of diverse individuals from throughout his nation, and volunteer members were drawn from the major social sub-groups in Kitsumkalum. Different families, clans, status and non-status people, special interest groups, Elders and elected representatives came together to decide everything from how the totem poles would be raised, who would be seated where, and how the food would be prepared and served.

On Aug. 1, 1987 more than 2,000 people gathered to celebrate Su-Sit'Aak and Bolton explained to the crowd that Canadian laws had made it difficult for the Tsimshian to retain their culture. This celebration was his generation's way of telling the children that the next generation will have to be prepared to fight for the survival of their culture.



Appendix 19

"We decided we would do this totem pole raising some years back because we felt it was important that our people start over again in bringing back our culture," he said in an interview with the Native Music Heritage Society in 1987. "With all the preparations and learning of the old traditional ways to the best of our ability, Su-sit'Aatk is a new beginning for our people. It's very exciting because there is a lot that had been forgotten. It didn't totally die out because it had been always around all this time, but now it's coming to the surface."

The chief explained to the crowd that one of the poles had all the major crests on it to represent the whole community and was dedicated to the children to signify the future. The other one was a replica of an older pole and displayed the crests of one of the ancient families of Kitsumkalum. It represented the past and honoured Elders who had died, the cultural heritage of the ancestors, and the generations that suffered during the period of harsh Canadian assimilation policies.

Though the potlatch may not have led directly to self government, it did serve to strengthen awareness about Aboriginal rights. It started the Tsimshian Nation thinking about organizing a political forum for expressing their needs over and above what the government had deemed was good for them.

After working in several government departments in Terrace, Prince Rupert and Vancouver, Bolton was well-prepared to lead Kitsumkalum in 1981.

"He did the early legwork in negotiating the terms of our treaties and our land claims," recalls Steven Roberts, his nephew. "When the government introduced the white paper, he helped unify leaders to create the Union of B.C. chiefs to oppose it."

"He had a good education and was well-prepared to fight for and protect our treaty rights. He wanted our people to have a fair deal and he worked hard to negotiate our stance. In terms of economic development, he helped establish a fish hatchery and other businesses in Kitsumkalum."

Bolton worked his way up the ranks, having worked at all kinds of jobs in his youth, said Roberts. "He worked as a taxi driver, a construction worker, you name it. Anything he took up he seemed to do well at. When he was a young man his army cadet troupe came second in the world for rifle target shooting."

Roberts said his uncle learned about lapidary work in a foster family he lived with and he began working with semi-precious stone early in life. One of his last projects was to carve a decoration out of jade for the Lieutenant Governor's new black rod which serves as a symbol of his office. He presented it to Steven Point, his step-son, who is the current Lieutenant Governor in the BC legislature.

As a child growing up in Port Essington on the north coast of Vancouver Island, Bolton began carving model canoes and small model totem poles. In 1976, he began to produce full size canoes with Mark Point of the Sto:lo First Nation. By 1981 he was collaborating with master carvers like Dempsey Bob and Freda Diesing, learning different styles.

"He was my go-to man if we needed Tsimshian display pieces for our living cultural centre," said Web Bennett, coordinator of the Kitselas Canyon Native Historic Site. In 2010 he helped arrange for Bolton to lead four carvers in producing a war canoe.

"It was an intense program. The group started in August of that year and completed the carving and painting of the canoe from a solid piece of cedar four months later.

"Cliff was an elder very willing to share and pass on the skills he'd learned as a master carver. When he found a young person who had the desire to learn, he was more than happy to act as a mentor," Bennett added.

Bolton was involved with other master carvers in guiding the art program at the Freda Diesing School of Northwest Coast Art at the Northwest Community College.

"It's been so successful, I'd say we have eight to 10 outstanding new carvers. Ten to 15 years ago, I would say we only had two prominent carvers in this area," Bennett commented.

Bolton had a good sense of humour and many people say they've never seen him get angry, said Roberts. "But I saw him get gruff when he was trying to get a good deal for our people in government meetings of the mid-80s. He knew the system and he never let anyone mislead him."

Roberts described his uncle as a man who "lived a clean life". Bolton was involved in his community right up until about four weeks ago when he complained of being tired. He suffered a stroke, was hospitalized, and died on April 12.

He was married to Rena Point Bolton, a master weaver. The couple had one son together.



Roles





The Crown and Indigenous Peoples



The Duke of Cambridge affixes the ring to the Black Rod; the Black Rod of British Columbia is a ceremonial staff created in 2012 to celebrate the Diamond Jubilee of Her Majesty Queen Elizabeth II, Queen of Canada. It is used on formal occasions when the monarch or her provincial representative, the Lieutenant Governor, is present in the Legislative Assembly of British Columbia.

The relationship between the Crown and Indigenous peoples of British Columbia is ever-evolving and has become an important focus of the Lieutenant Governor. Under the role of the Crown and Indigenous Peoples, the Lieutenant Governor honours Indigenous traditions and heritage, including elements such as ceremonial protocol and territorial acknowledgements, and promotes the vibrant and diverse cultures of the First Nations, Inuit and Métis of British Columbia to the rest of Canada and on an international level. The Lieutenant Governor supports a dialogue of reconciliation and respect, and participates in events and promotion of public awareness of this ongoing journey.

In 2016, in the presence of First Nations leaders, the Governor General, the Lieutenant Governor, the Premier and other dignitaries, His Royal Highness The Duke of Cambridge affixed the Ring of Reconciliation to British Columbia's Black Rod in a ceremony at Government House.





 The Ring of Reconciliation symbolizes a step toward reconciliation of all cultures in British Columbia. It is inscribed with *Lets'e Mot*, meaning "One mind" in the Halq'eméylem language. Two eagle feathers separate the words from an etching of the canoe Shxwtitostel, a gift from former Lieutenant Governor Steven Point to the people of British Columbia. The Ring of Reconciliation is the fourth and final ring on the Black Rod.



George Taylor of the Le-La-La Dancers, a traditional Kwakwaka'wakw First Nation dance company from Northern Vancouver Island, performs a welcome song at Government House.

LIEUTENANT GOVERNOR

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